



Board Report

File #: 2026-0482, File Type: Contract

Agenda Number: 32.

EXECUTIVE MANAGEMENT COMMITTEE JULY 16, 2026

SUBJECT: TALENT DEVELOPMENT BENCH

ACTION: AWARD BENCH CONTRACTS

RECOMMENDATION

AUTHORIZE the Chief Executive Officer (CEO) to:

A. AWARD seven task order based bench Contracts, Nos. PS133086000 through PS133086006 for talent development services for the agency's workforce for a total Not-To-Exceed (NTE) amount of \$3,626,800 for the initial two-year base term, plus \$1,902,320 for the first, one-year option, and \$1,995,686 for the second, one-year option, for a total NTE cumulative amount of \$7,524,806, effective August 10, 2026, subject to the resolution of any properly submitted protest (s):

1. Discipline 1: Soft Skills Training
 1. Conscious Leadership Partners LLC (Contract No. PS133086001)
 2. Insight Strategies Inc. (Contract No. PS133086002)
 3. The OMNI Group, LLC dba OGx Consulting (Contract No. PS133086006)
 4. Redwood Resources (Contract No. PS133086004)
2. Discipline 2: Technical Skills Training
 1. The OMNI Group, LLC dba OGx Consulting (Contract No. PS133086006)
 2. Redwood Resources (Contract No. PS133086004)
3. Discipline 3: Employee and Leadership Development
 1. Conscious Leadership Partners LLC (Contract No. PS133086001)
 2. Insight Strategies Inc. (Contract No. PS133086002)
 3. McKinsey & Company, Inc. Washington D.C. (Contract No. PS133086003)
 4. The OMNI Group, LLC dba OGx Consulting (Contract No. PS133086006)
 5. Redwood Resources (Contract No. PS133086004)
4. Discipline 4: Employee and Executive Coaching
 1. Conscious Leadership Partners LLC (Contract No. PS133086001)
 2. Insight Strategies Inc. (Contract No. PS133086002)
 3. The OMNI Group, LLC dba OGx Consulting (Contract No. PS133086006)

-
4. Redwood Resources (Contract No. PS133086004)
 5. Discipline 5: eLearning Design/Development/Implementation Support
 1. Advanced Problem Solving, LLC (Contract No. PS133086000)
 2. The OMNI Group, LLC dba OGx Consulting (Contract No. PS133086006)
 3. Redwood Resources (Contract No. PS133086004)
 4. The Canton Group, LLC (Contract No. PS133086005)
 6. Discipline 6: Project Management Support
 1. Insight Strategies Inc. (Contract No. PS133086002)
 2. The OMNI Group, LLC dba OGx Consulting (Contract No. PS133086006)
 3. Redwood Resources (Contract No. PS133086004)
 4. The Canton Group, LLC (Contract No. PS133086005)

B. EXECUTE Task Orders within the approved NTE value.

ISSUE

Metro seeks to establish a bench of contractors with expertise in delivering effective training programs to foster growth for its 13,000 plus diverse workforce. Specifically, the agency needs to augment its Talent Development programming to continue supporting employee development needs and strategic business goals and values. The Talent Development Bench will provide Metro with access to specialized consulting expertise and scalable resources necessary to deliver high-quality professional development programs across the agency. The contractors will support workforce development initiatives in areas such as leadership development, coaching, career growth, and technical and soft skills training. Utilizing a bench of qualified firms enables Metro to efficiently address evolving workforce needs, expand program capacity, and provide targeted expertise that supplements internal resources

BACKGROUND

The Chief People Office oversees various programs and opportunities for learning and career growth, and monitors employee and departmental needs, and requires a bench of contractors to support these services as the previous contract has expired. With new rail line openings, the implementation of the Department of Public Safety, and operations for mega events, the Talent Development Bench needs to support existing programming and build on training program offerings to achieve Metro's strategic goal for workforce development aimed at making Metro a learning organization that attracts, develops, motivates, and retains a world-class workforce.

DISCUSSION

Operating across three shifts, Metro's 13,000 plus workforce is diverse and includes contract and non-contract personnel from five labor unions, more than 880 job classifications, and over 80 operating divisions, locations, and terminals across Los Angeles County. In addition, employees are at varying stages of their career journeys and skills, including some starting their careers as entry-level trainees, employees in management looking for career growth, and executives who are seeking to create

succession plans.

The Talent Development Bench will augment internal resources and capacity to meet these needs by providing access to consulting firms with a wide range of specialized training and development services to support the agency. The bench will provide expertise and resources to support and enhance employee development opportunities, existing leadership development programs and provide a breadth of training opportunities for Metro employees.

The Talent Development Bench consists of six disciplines of work with consultants who will provide services in one or more of the disciplines through virtual and in-person programming dependent on agency needs:

1. Soft Skills Training including, but not limited to:

- Communication Skills (Verbal and Written)
- Collaboration
- Problem Solving
- Active Listening
- Time Management
- Stress Management
- Change Management
- Managing in Virtual Environments
- Organization
- Conflict Resolution
- Customer Service
- Expectation Setting

2. Technical Skills Training including but not limited to:

- Written and Verbal English Language Development
- Microsoft Office Suite and Tools
- Adobe Suite, Adobe Learning Manager and Captivate
- Basic Computer Training
- Interpreting Data
- Artificial Intelligence/Machine Learning Technologies
- Project Management
- SharePoint Web Design

3. Employee and Leadership Development including but not limited to:

- People & Culture Programs
- Succession Planning Programs
- Employee Customer Experience Programs
- Employee Engagement and Retention Programs
- Pre-Supervisory Programs
- First-Time Supervisor Programs
- Department and Project -Specific Programs (e.g., Team Building, Volunteer

- Training, Train-the-Trainer Program, Strategic Planning, Retreats)
 - Entry, Mid, and Executive-Level Leadership Programs
 - Fellowship and Mentorship Programs
4. Employee and Executive Coaching including but not limited to:
- Development Coaching
 - Career Growth Coaching
 - Executive Coaching
 - 360 Evaluations
5. eLearning Design/Development/Implementation Support including providing eLearning design/development/implementation services for advancing Metro Online Learning Content that includes, but is not limited to:
- Initializing, Analyzing, and Planning eLearning needs
 - Designing, Development, and Reviewing eLearning content
 - Implementing of eLearning Content
 - Evaluating effectiveness of training
 - Customizing off-the-rack e-Learning modules for Metro's workforce
6. Administrative and Project Support
- Measurement and Evaluation Tools (i.e., Interviews, Surveys, Assessments, Focus Groups)
 - Instructional Design
 - Development and implementation of Training and Workforce Programs
 - Facilitation Services
 - Internal Evaluation of Training Programs
 - Internal Professional Development Program Enhancement

DETERMINATION OF SAFETY IMPACT

Approval of the Talent Development Bench will allow Metro to continue developing and investing in its workforce. This action has no direct impact on the safety of employees, Metro customers, and the public at large.

FINANCIAL IMPACT

Partial funding for the Talent Development Bench is included in the FY27 budget under cost center 6220 Talent Development, project 100001, task 01.01, General Overhead. Participating departments will be responsible for funding their respective task orders issued under these contracts.

Impact to Budget

The overhead cost is allocated out to all agency projects. The source of funding will be Federal, State, and local funds, some of which are eligible for Metro Bus and Rail Operations.

The cost center manager and the Chief People Officer, along with participating departments and cabinets, are accountable for budgeting costs for future fiscal years.

EQUITY PLATFORM

When the Talent Development Bench procurement was originally solicited, the Diversity and Economic Opportunity Department established an overall 20% Disadvantaged Business Enterprise (DBE) goal for federally funded task orders, and an overall 17% Small Business Enterprise (SBE) goal and an overall 3% Disabled Veteran Business Enterprise (DVBE) goal for state and locally funded task orders for this bench contract. However, the U.S. Department of Transportation issued an Interim Final Rule, effective October 3, 2025, that made changes to the DBE Program, including suspending the establishment of DBE goals, counting DBE participation, and enforcement. Each recommended bench participant committed to meet or exceed the overall 17% SBE goal and 3% DVBE goal. Although the DBE commitment is not a factor in the staff recommendation, five of the seven recommended bench participants are certified SBEs.

Investing in the development of employees across all departments, job classifications, and represented/non-represented labor groups requires sustained and intentional talent development strategies. Metro remains committed to ensuring that professional development opportunities are accessible, equitable, and aligned with the agency's workforce needs. The continued use of specialized talent development consultants will support in these efforts as well as help Metro strengthen leadership pipelines, enhance employee capabilities, support succession planning efforts, and foster a culture of continuous learning and growth throughout the organization.

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

While this item does not directly encourage taking transit, sharing a ride, or using active transportation, it is a vital part of training, developing and retaining Metro's human capital which is critical to delivering transit services. By ensuring Metro continues to develop and retain internal talent, this action supports Metro's ability to provide a reliable, safe, and attractive alternative to driving. Because the Metro Board has adopted an agency-wide VMT Reduction Target, and this item supports the overall function of the agency, this item is consistent with the goals of reducing VMT.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

This Board action supports Strategic Goal 3: Enhance communities and lives through mobility and

access to opportunity. The Talent Development Bench will provide specialized expertise and resources to develop Metro's workforce through leadership development, coaching, career growth, and technical and soft skills training. These efforts will strengthen employee capabilities, expand access to professional growth opportunities, and help build a skilled, engaged, and future-ready workforce that supports Metro's mission of delivering safe, reliable, and equitable transportation services to the communities it serves.

ALTERNATIVES CONSIDERED

The Board may choose not to approve the recommendation. An alternative would be to manage the development of Metro's talent entirely in-house, however, this approach is not recommended, as it would limit Metro's ability to provide specialized expertise, scalable resources, and comprehensive development programs needed to support a workforce of Metro's size and complexity. The Talent Development bench supports Metro by supplementing internal resources and leveraging industry best practices to meet evolving workforce needs.

NEXT STEPS

Upon Board approval, staff will execute the Talent Development Bench Contracts Nos. PS133086000 through PS133086006 for talent development services for the agency's workforce effective August 10, 2026.

ATTACHMENTS

Attachment A - Procurement Summary

Attachment B - DEOD Summary

Prepared by: Ayda Safaei, Deputy Executive Officer, Talent Development, (213) 922-5229
Nancy Saravia, Deputy Executive Officer, Administration (213) 922-1217
Miguel Cabral, Deputy Chief People Officer, (213) 922-4245
Carolina Coppolo, Deputy Chief Vendor/Contract Management Officer, (213) 922-4471

Reviewed by: Dawn Jackson-Perkins, Chief People Officer, (213) 418-3166



Stephanie Wiggins
Chief Executive Officer

**PROCUREMENT SUMMARY
TALENT DEVELOPMENT BENCH
PS133086000 - PS133086006**

1.	Contract Number: PS133086000 through PS133086006	
2.	Recommended Vendors: Advanced Problem Solving LLC (Discipline 5) Conscious Leadership Partners LLC (Disciplines 1, 3 and 4) Insight Strategies, Inc. (Disciplines 1, 3, 4 and 6) McKinsey & Company, Inc. Washington DC (Discipline 3) Redwood Resources (Disciplines 1, 2, 3, 4, 5 and 6) The Canton Group, LLC (Disciplines 5 and 6) The OMNI Group, LLC dba OGx Consulting (Disciplines 1, 2, 3, 4, 5 and 6)	
3.	Type of Procurement (check one) : ☐ IFB ☐ RFIQ ☒ RFP ☐ Non-Competitive ☐ Modification ☐ Task Order	
4.	Procurement Dates:	
	A. Issued: October 7, 2025	
	B. Advertised/Publicized: October 7, 2025	
	C. Pre-Proposal Conference: October 14, 2025	
	D. Proposals Due: December 19, 2025	
	E. Pre-Qualification Completed: In Process	
	F. Ethics Declaration Forms submitted to Ethics: December 23, 2025	
	G. Protest Period End Date: July 21, 2026	
5.	Solicitations Downloaded: 63	Proposals Received: 35
6.	Contract Administrator: Britney Shedrick	Telephone Number: (213) 418-3313
7.	Project Manager: Ayda Safaei	Telephone Number: (213) 922-5229

A. Procurement Background

This Board Action is to approve Contract Nos. PS133086000 through PS133086006 for talent development services to deliver effective training programs that enhance skills development (technical and soft), leadership development, coaching, eLearning support, administrative and project management support. Board approval of contract awards is subject to resolution of any properly submitted protest(s), if any.

On October 7, 2025, Request for Proposals (RFP) No. PS133086 was issued as a competitive procurement in accordance with Metro's Acquisition Policy, and the contract type is a firm fixed unit rate. The Diversity & Economic Opportunity Department (DEOD) established an overall 20% Disadvantaged Business Enterprise (DBE) goal, an overall 17% Small Business Enterprise (SBE) goal and an overall 3% Disabled Veteran Business Enterprise (DVBE) goal for this bench contract. However, the U.S. Department of Transportation (USDOT) issued an Interim Final Rule (IFR), effective October 3, 2025, that made changes to the DBE Program, including suspending the establishment of DBE goals, counting DBE participation, and enforcement.

Work under each contract will be authorized through the issuance of separate task orders. Each future task order will contain a specific scope of services and will be issued on a rotational basis.

Six amendments were issued during the solicitation phase of this RFP:

- Amendment No. 1, issued on October 10, 2025, clarified the DBE participation goal set forth in the solicitation is not a factor or requirement for this procurement due to the review of the Interim Final Rule (IFR).
- Amendment No. 2, issued on November 14, 2025, extended the proposal due date from November 18, 2025 to December 2, 2025.
- Amendment No. 3, issued on November 25, 2025, extended the proposal due date from December 2, 2025, to December 9, 2025.
- Amendment No. 4, issued on December 4, 2025, extended the proposal due date from December 9, 2025, to December 19, 2025, and revised Exhibit 3B (Submittal Requirements) to clarify that proposals shall be submitted electronically via email.
- Amendment No. 5, issued on December 16, 2025, amended the LOI-15 (DBE Program), other relevant sections of the RFP document, including the exhibits, to reflect changes to the DBE Program in accordance with the IFR.
- Amendment No. 6, issued on December 17, 2025, showed the changes to the RFP solicitation document and all associated exhibits related to the DBE Program per Amendment No. 5.

A total of 63 downloads of the RFP were included in the planholders' list. A virtual pre-proposal conference was held on October 14, 2025, and was attended by 28 participants representing 10 firms. There were 12 questions received for this RFP and responses were provided prior to the proposal due date.

A total of 35 proposals were received by the proposal due date of December 19, 2025, and are listed below in alphabetical order:

Discipline 1: Soft Skills Training

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Profoundly Pristine
4. Purpose Fulfilled Inc.
5. Redwood Resources
6. RKKPS, Inc.
7. The OMNI Group, LLC dba OGx Consulting

Discipline 2: Technical Skills Training

1. Redwood Resources
2. RKKPS, Inc.
3. The OMNI Group, LLC dba OGx Consulting

Discipline 3: Employee and Leadership Development

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. McKinsey & Company, Inc. Washington DC
4. Profoundly Pristine
5. Redwood Resources
6. RKKPS, Inc.
7. The OMNI Group, LLC dba OGx Consulting

Discipline 4: Employee and Executive Coaching

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Profoundly Pristine
4. Purpose Fulfilled Inc.
5. Redwood Resources
6. RKKPS, Inc.
7. The OMNI Group, LLC dba OGx Consulting

Discipline 5: eLearning Design/Development/Implementation Support

1. Advanced Problem Solving LLC
2. Redwood Resources
3. Risk Raters LLC
4. RKKPS, Inc.
5. The Canton Group, LLC
6. The OMNI Group, LLC dba OGx Consulting

Discipline 6: Project Management Support

1. Insight Strategies, Inc.
2. Redwood Resources
3. RKKPS, Inc.
4. The Canton Group, LLC
5. The OMNI Group, LLC dba OGx Consulting

B. Evaluation of Proposals

A Proposal Evaluation Team (PET) consisting of Metro staff from Metro's Talent Development Department, Corporate Safety, and Transit Service Delivery was convened and conducted a comprehensive technical evaluation of all proposals received for each of the disciplines.

From January 14, 2026, through April 28, 2026, the PET independently evaluated the proposals based on the following evaluation criteria:

Phase I: Minimum Qualifications Requirements (Pass/Fail): At the time of proposal submittal, Proposers must meet the minimum qualification requirements for each discipline for which a proposal is submitted, as listed below:

- Proposer must have at least 5 years of experience in the discipline(s) that they are proposing.

Risk Raters LLC's proposal for Discipline 5 was deemed non-responsive for failure to demonstrate the required years of experience. Hence, Risk Raters LLC was excluded from further evaluation.

On February 12, 2026, the PET continued to evaluate the remaining 34 proposals based on the following Phase II weighted technical evaluation criteria:

- | | |
|--|-----|
| • Prime Contractor/Team's Skill and Experience | 25% |
| • Proposer's Key Personnel and Availability | 30% |
| • Resource Allocation Plan/Approach | 25% |
| • Price | 20% |

Several factors were considered when developing these weights, giving the greatest importance to the proposer's key personnel and availability.

At the conclusion of the evaluation process, the PET determined the following firms were outside of the competitive range and were excluded from further consideration:

- Profoundly Pristine – Disciplines 1, 3, and 4
- Purpose Fulfilled Inc. – Disciplines 1 and 4
- RKKPS, Inc. – Disciplines 1, 2, 3, 4, 5, and 6

The firms within the competitive range are listed below in alphabetical order by discipline:

Discipline 1 - Soft Skills Training

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Redwood Resources
4. The OMNI Group, LLC dba OGx Consulting

Discipline 2 - Technical Skills Training

1. Redwood Resources
2. The OMNI Group, LLC dba OGx Consulting

Discipline 3 - Employee and Leadership Development

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. McKinsey & Company, Inc. Washington DC
4. Redwood Resources
5. The OMNI Group, LLC dba OGx Consulting

Discipline 4 - Employee and Executive Coaching

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Redwood Resources
4. The OMNI Group, LLC dba OGx Consulting

Discipline 5 - eLearning Design/Development/Implementation Support

1. Advanced Problem Solving LLC
2. Redwood Resources
3. The Canton Group, LLC
4. The OMNI Group, LLC dba OGx Consulting

Discipline 6 - Project Management Support

1. Insight Strategies, Inc.
2. Redwood Resources
3. The Canton Group, LLC
4. The OMNI Group, LLC dba OGx Consulting

C. Price Analysis

Each proposer submitted fully burdened firm fixed unit rates for labor classifications necessary to perform services under the talent development bench per discipline. The rates have been determined to be fair and reasonable based on price analysis, technical analysis, and fact-finding.

Work will be assigned through the issuance of separate task orders, containing a specific scope of services, on a rotational basis in accordance with the established rates.

D. Background on Recommended Contractors**Advanced Problem Solving, LLC**

Advanced Problem Solving, LLC (APS), established in 2013, is headquartered in Claremont, CA. It is an educational technology and eLearning company specializing in interactive online training portals and customized learning management systems. APS's clients include the Los Angeles Area Regional Training Group, Los Angeles County Emergency Medical Services Agency,

California Debt and Investment Advisory Commission, and Toyota Motor North America.

Conscious Leadership Partners LLC

Conscious Leadership Partners LLC (CLP), established in 2024, is headquartered in Pasadena, CA. It designs and delivers leadership development, soft skills training, and executive coaching programs for public agencies and municipal utility agencies. CLP utilizes standardized methodologies, tools, and quality controls. Public sector clients include the Water Replenishment District, City of Pasadena, Los Angeles Superior Court, City of Burbank, and Port of San Diego.

Insight Strategies, Inc.

Insight Strategies, Inc. (Insight), established in 1994, is headquartered in Los Angeles, CA. It is a management consulting, coaching, and training firm that provides services for organizational alignment, process improvement, and executive development. Transportation agency clients include Anaheim Transportation Network, California Department of Transportation, Long Beach Transit, OCTA, Omnitrans, Riverside Transit Agency, Metro, and SunLine Transit.

Insight has provided training, consulting, and coaching services to Metro and performance has been satisfactory.

McKinsey & Company, Inc. Washington DC

McKinsey & Company, Inc. Washington DC (McKinsey), registered in California since 2010, is headquartered in Washington, DC. It provides management consulting services for various public transit agencies through designing and delivering employee and leadership development programs to address challenges clients face around strong leadership teams and performance improvement in functional topics including digital, agile, sales and operations. Public sector clients include Los Angeles World Airports, Southeastern Pennsylvania Transportation Authority and Georgia State Road and Tollway Authority and Metro.

McKinsey has provided talent development and various management consulting services to Metro and performance has been satisfactory.

Redwood Resources

Redwood Resources, established in 2010, is headquartered in Culver City, CA. It is a full-service professional outreach and marketing consulting firm that provides services to public agencies, construction firms and professional services firms as well as the small business community. Redwood Resources focuses on design, implementation and management of business and community programs. Clients

include NAWBO- California, I Work 4 U, Caterpillar Inc., COLAS USA, and Glumac.

Redwood Resources has provided consulting services to Metro and performance has been satisfactory.

The Canton Group, LLC

The Canton Group, LLC (TCG), established in 1998, is headquartered in Baltimore, MD. It has experience designing and delivering e-learning and workforce training solutions for state and federal agencies, including transportation, education and public health sectors. TCG provides services to talent and training departments to design and deliver blended learning programs. Public sector clients include Los Angeles County, Maryland State Department of Education, Montana Department of Public Health & Human Services, and Etech Global Services.

The OMNI Group, LLC dba OGx Consulting

The OMNI Group, LLC dba OGx Consulting, established in 2008, is headquartered in Centennial, CO. It is a public sector focused management and training firm with experience supporting organizations through workforce development, organizational change, and technology enabled transformation. Public-sector clients include the New Orleans Regional Transit Authority, Regional Transportation District of Denver, the Metropolitan Atlanta Rapid Transit Authority, San Mateo County Transit District, the Washington Metropolitan Area Transit Authority, and Metro.

The OMNI Group, LLC dba OGx Consulting has provided various consulting services to Metro and performance has been satisfactory.

DEOD SUMMARY

**TALENT DEVELOPMENT BENCH
PS133086000 - PS133086006**

A. Small Business Participation

When this procurement was originally solicited, the Diversity and Economic Opportunity Department (DEOD) established an overall 20% Disadvantaged Business Enterprise (DBE) goal, and an overall 17% Small Business Enterprise (SBE) goal and overall 3% Disabled Veteran Business Enterprise (DVBE) goal for this bench contract. However, the U.S. Department of Transportation (USDOT) has issued an Interim Final Rule (IFR), effective October 3, 2025, that made changes to the DBE Program, including suspending the establishment of DBE goals, counting DBE participation, and enforcement.

The overall 17% SBE and 3% DVBE goal will apply to Task Orders funded with state, local, and/or Measure M funds. Recommended bench participants committed to meet or exceed the overall 17% SBE goal and 3% DVBE goal. Five (5) of the seven (7) recommended bench participants are certified SBEs.

Proposers were encouraged to form teams that included SBE and DVBE firms without specific work schedules or dollar-value commitments. In response to a specific Task Order request with a defined scope of work, bench participants will be required to identify the SBE and DVBE firms proposed for that Task Order, together with the associated dollar-value commitments. Achievement of the overall SBE and DVBE commitments will be evaluated based on the cumulative participation across all non-federally funded Task Orders awarded to each bench participant.

1. Prime: Conscious Leadership Partners (Disciplines 1, 3, and 4)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	25% SBE 3% DVBE
----------------------------	----------------------------	----------------------------------	----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	Conscious Leadership Partners (SBE Prime)	25%	-
Total Commitment		25%	3%

2. Prime: Insight Strategies, Inc. (Disciplines 1, 3, 4, and 6)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	97% SBE 3% DVBE
----------------------------	----------------------------	----------------------------------	----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	Insight Strategies, Inc. (SBE Prime)	97%	-
Total Commitment		97%	3%

3. Prime: McKinsey & Company, Inc. Washington DC. (Discipline 3)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	17% SBE 3% DVBE
----------------------------	----------------------------	----------------------------------	----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	Estolano Advisors	17%	-
2.	Patricio Systems		3%
Total Commitment		17%	3%

4. Prime: Redwood Resources (Disciplines 1, 2, 3, 4, 5, and 6)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	80% SBE 3% DVBE
----------------------------	----------------------------	----------------------------------	----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	Redwood Resources(SBE Prime)	80%	-
Total Commitment		80%	3%

5. Prime: Advanced Problem Solving (Discipline 5)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	97% SBE 3% DVBE
----------------------------	----------------------------	----------------------------------	----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	Advanced Problem Solving (SBE Prime)	TBD	-
2.	GNNR, LLC	TBD	TBD
3.	Sessions Catering		TBD
Total Commitment		97%	3%

6. Prime: The Canton Group, LLC (Disciplines 5 and 6)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	17% SBE 3% DVBE
----------------------------	----------------------------	----------------------------------	----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	Code Red Business Solutions	TBD	
2.	Emfor Group		TBD
3.	Sam Scully Indigo Staffing	TBD	TBD
4.	Navigating Preparedness Assoc NPA		TBD
Total Commitment		17%	3%

7. Prime: The OMNI Group, LLC dba OGx Consulting (Disciplines 1, 2, 3, 4, 5, & 6)

Small Business Goal	17% SBE 3% DVBE	Small Business Commitment	80% SBE 20% DVBE
----------------------------	----------------------------	----------------------------------	-----------------------------

	SBE/DVBE Subcontractors	SBE Commitment	DVBE Commitment
1.	The OMNI Group, LLC dba OGx Consulting (SBE Prime)	80%	-
Total Commitment		80%	3%

B. Living Wage and Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy is not applicable to this contract.

C. Prevailing Wage Applicability

Prevailing Wage is not applicable to this contract.

D. Project Labor Agreement/Construction Careers Policy (PLA/CCP)

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. PLA/CCP is applicable only to construction contracts that have a construction related value in excess of \$2.5 million.

E. Manufacturing Careers Policy

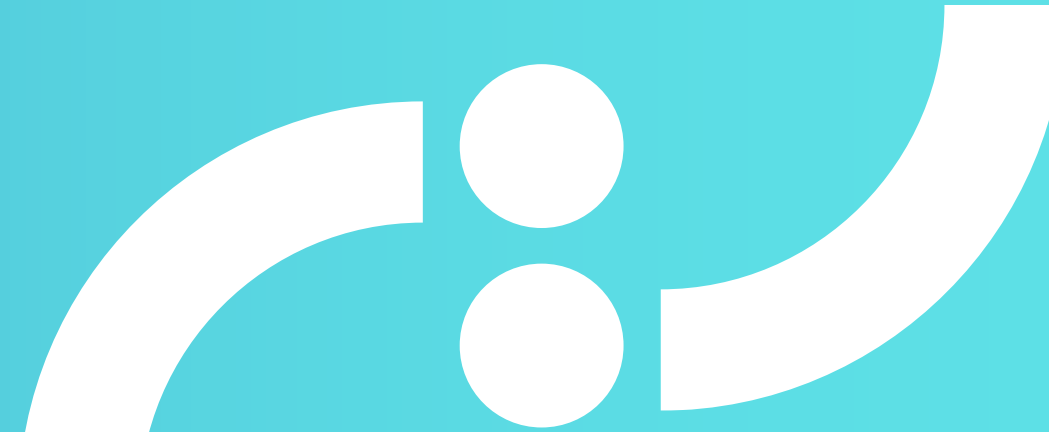
The Manufacturing Careers Policy (MCP) does not apply to this contract. The MCP is required on Metro's Rolling Stock RFPs, with an Independent Cost Estimate of at least \$50 million.

Talent Development Bench



Executive Management Committee
July 16, 2026

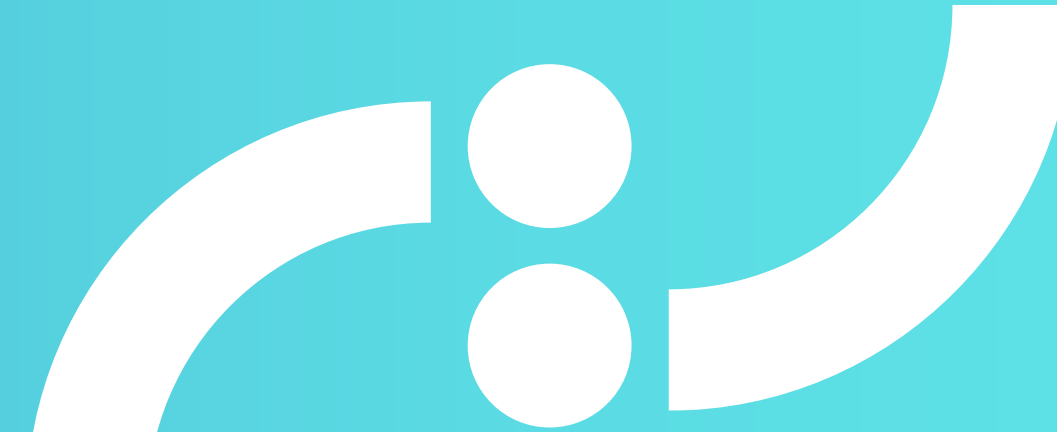
Background



Talent Development (TD) Department Overview & Current Needs

- Oversees various programs and opportunities for learning and career growth, and monitors employee and departmental needs.
- Requires a bench of contractors to support these services as the previous contract has expired.
- Talent Development Bench will support existing programming and build on training program offerings to achieve Metro's strategic goal for workforce development.
- This will ensure that Metro continues to be a learning organization that attracts, develops, motivates, and retains a world-class workforce.

Discussion



Bench Overview & Workforce Needs

- Metro's 13,000+ employees span multiple shifts, multiple labor unions, more than 880 job classifications, and over 80 divisions/facilities across LA County.
- Employees are at varying career stages and skills, from entry-level trainees to managers seeking growth and leaders planning for future workforce needs.
- As Metro's workforce continues to grow, Talent Development requires contractor support to augment internal resources and capacity to provide specialized services across the agency.

Contractors may support one or more of six disciplines:

Soft Skills Training

Employee &
Leadership
Development

eLearning Design,
Development &
Implementation
Support

Technical Skills
Training

Employee &
Executive
Coaching

Administrative &
Project Support



Metro

CHIEF PEOPLE OFFICE

Next Steps

- Upon Board approval, staff will execute the Talent Development Bench Contracts Nos. PS133086000 through PS133086006 for talent development services for the agency's workforce effective August 10, 2026.